

SURVEY  
LETTER

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Survey Letter to 300 Retired  
Former Employees of CIA

1. A study is being made by a sponsoring committee of former CIA employees of the desirability and feasibility of an "Association of Former Employees of CIA, Inc."

2. Although such an association would initially consist only of retired personnel, other former employees will be invited to join as rapidly as the new Association can absorb them. Prior to taking any action to form the Association, the sponsoring committee desires the views of other former employees. These views should cover, but not be limited to, the following points:

- a) Would you like to see such an association formed? If formed, would you join?
- b) What functions would you like to see performed by the Association? Some ideas in this regard are contained in para 3.
- c) Some qualifications for membership are necessary. It seems clear that all former staff employees regardless of grade should eventually be eligible to join the Association if they have served long enough in CIA to have an understanding of and sympathy for its purposes and the former work of the members of the Association. Suggestions for minimum years of service have run from 1 year to 15 years. What do you think? These qualifications are vital from the following standpoints:

- (1) The Association must be large enough to support itself;
- (2) It must be large enough to perform the desired functions;
- (3) It would be counterproductive to have a number of members who served too little time in CIA to understand its mission or know its people;
- (4) In considering the above, a new employee is on probation and not eligible for career status for three years.

3. Some of the functions an association of former CIA employees could perform are:

- a) Publish on a regular basis the activities of the national organization, its chapters and the interesting activities of its members;

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- b) Publish a directory of its membership. The directory is for use of members only, will have no name, and will not indicate what it is a directory of;
- c) Assist the Agency retirement program by furnishing to employees nearing retirement information on the area where they are thinking of retiring;
- d) Collect and keep at National headquarters employment opportunity information;
- e) Investigate group term insurance possibilities;
- f) Obtain group travel information and serve as a clearing house for such travel;
- g) Be of assistance to survivors of members, particularly in expediting necessary paperwork;
- h) Assist CIA recruiters by recommending prospective employees who are known to members to have the high quality required by CIA;
- i) Sponsor social, recreational and other activities of interest to its members;
- j) Keep retired employees advised of pending legislation that would affect them;
- k) Eventually create a fund to assist members who are in distressed circumstances.

4. The biggest problem which will face the Association will be in getting started, particularly financially, and building up large enough membership to accomplish the objectives set out above and any other objectives that may be found by the membership to be desirable. Do you desire to make a contribution to assist the Association in getting started and through its first year? If so, please so indicate and the amount. Do not forward any contribution now since it will not be known whether such an organization is advisable, feasible, or wanted until this survey is completed.

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5. There are security problems in such an organization but the sponsoring committee believes these can be solved.

6. This is being mailed to 300 retired employees. Comments from as many as possible are urgently requested. They should be mailed to:

Sponsoring Committee  
P.O. Box

7. One problem which each of you can assist in is sending in the current address of former employees who are not retirees under the CIA retirement plan. Current addresses of a number of former employees are available in a number of places in CIA but the research job of finding the current address of a substantial percentage is staggering.

8. The sponsoring committee consists of 10 retired former employees in the Washington area. After the results of this survey is completed and analyzed, a much larger organizing committee of retired employees widely representing all directorates in CIA will be nominated by the sponsoring committee to meet and determine if such an association is desirable, feasible and wanted. If this is determined in the affirmative, a delegation will then call upon the Director of CIA to assure him of the Association's desire to cooperate closely with CIA. The sponsoring committee has already ascertained that Mr. Helms sees no objection to the Association if the former employees want it and appropriate security safeguards are maintained. Temporary officers and Board of Directors will be elected and the association will be formed and incorporated.